Index to Volume 16

1 is the Summer 1990 issue

2 is the Autumn 1990 issue

3 is the Winter 1990-1991 issue

4 is the Spring 1991 issue

AUTHORS

Allen, A. Dale, Jr. What Constitutes Drug Possession: Arbitration Case Histories and Guidelines, No. 3, 359-367.

Andes, Jon, and Denis, Marty. Defamation—Do You Tell Employees Why a Coworker Was Discharged?, No. 4, 469-479.

Breaux, Steven T. Front Pay or Reinstatement under the ADEA: Who Decides and What Does It Matter?, No. 1, 115-120.

Brown, Frederick, and Simon, Howard A. International Enforcement of Title VII: A Small World After All?, No. 3, 281-300.

Brown, Thomas P., IV, and Campbell, Rebecca A. Notice to the Union of the Sale of the Business, No. 4, 529-532.

Burns, Beverly H., and Mishkind, Charles S. Beware: Contempt of Court Civil Rights Enforcement Proceedings Are on the Rise, No. 3, 369-376.

Burns, Beverly H., and Mishkind, Charles S. How the Supreme Court's Decision in *Donnelly v. Yellow Freight* May Affect Title VII Claims, No. 2, 257-265.

Burns, James A., Jr. Review of the Literature, No. 1, 121-129.

Burns, James A., Jr. Review of the Literature, No. 2, 267-271.

Burns, James A., Jr. Review of the Literature, No. 3, 411-422.

Burns, James A., Jr. Review of the Literature, No. 4, 569-578.

Burstein, James A. and Mapes-Riordan, Lynne D. The Arbitrability of Age Discrimination Claims: A Split in the Circuits, No. 2, 139-156.

Calem, Andrea R. Is There a Right to a Jury Trial in DFR Actions?, No. 1, 89-97.

Campbell, Rebecca A., and Brown, Thomas P., IV. Notice to the Union of the Sale of the Business, No. 4, 529-532.

Casciari, Mark A., and Murray, John T. *PBGC v. LTV Corp.*: The Supreme Court Endorses Broad Agency Discretion, No. 4, 481-492.

Denis, Marty, and Andes, Jon. Defamation—Do You Tell Employees Why a Coworker Was Discharged?, No. 4, 469-479.

Feldman, Joel S., and Jackson, G. Todd. Protecting Customer Lists, No. 4, 507-516.

Folley, Gregory S. Employee Drug

Testing and the Duty to Bargain: Was *Johnson-Bateman* Overruled the Day It Was Decided?, No. 1, 67-78.

Fortado, Bruce, Travis, Timothy J., and Jennings, Kenneth M. Refusal to Accept a Work Assignment: How Arbitrators Rule in Discharge Cases, No. 2, 205-216.

Galvarro, Sarah, and Silbergeld, Arthur F. Private Sector Drug Testing: Legal Limitations in California, No. 3, 347-358.

Goldsmith, Willis J. OSHA's Agenda: A Legislative and Regulatory Update, No. 2, 249-256.

Goldsmith, Willis J. Upping the OSHA Enforcement Ante, No. 4, 543-553.

Hartstein, Barry A. Bargaining During a Recession—Employers Beware, No. 4, 555-568.

Hoogland, Kay A. *Metro Broadcasting, Inc. v. FCC*: Nonremedial Affirmative Action Becomes an Exclusive Prerogative of Congress, No. 3, 301-316.

Hunter, Jocelyn. The Arbitrary and Capricious Standard: Reviewing Benefits Denial Decisions under ERISA, No. 3, 403-409.

Jackson, G. Todd, and Feldman, Joel S. Protecting Customer Lists, No. 4, 507-516.

Jennings, Kenneth M., Fortado, Bruce, and Travis, Timothy J. Refusal to Accept a Work Assignment: How Arbitrators Rule in Discharge Cases, No. 2, 205-216.

Kandel, William L. Employee Dishonesty and Workplace Security: Precautions about Prevention, No. 2, 217-231.

Kandel, William L. House Counsel: Ethics, Privilege, and Risks in Employment Litigation, No. 4, 517-528.

Kandel, William L. Workplace Dishonesty and Security: Precautions about Prevention, No. 1, 79-87.

Kems, Robert M. and Shultz, Paul T. Pepper Commission Misses Policy Opportunity, No. 1, 107-114.

Kilberg, William J. Empowering the Bureaucrats, No. 2, 135-137.

Kilberg, William J. Operation Desert Shield: Reemployment after Reservist Call Up, No. 3, 277-279.

Kilberg, William J. The Civil Rights Act of 1990, No. 1, 1-3.

Kilberg, William J. The New Judicial Seriousness: A Move toward Equality, No. 4, 427-429.

Kollmorgen, Terry M., and Savage, R. Scott. Limitations on Applicability of the WARN Act: A Defendant's Strategy, No. 4, 453-467.

Mapes-Riordan, Lynne D. and Burstein, James A. The Arbitrability of Age Discrimination Claims: A Split in the Circuits, No. 2, 139-156.

Mapes-Riordan, Lynne D. Sex Discrimination and Employer Weight and Appearance Standards, No. 4, 493-505.

Martin, Christopher J. *Peerless Plywood* Revisited—Per Se Rule Applies Even If the Captive Audience Isn't Listening, No. 3, 377-383.

Mckinney, James E. Noncompetition Clauses in Executive Employment and Severance Agreements, No. 1, 29-35.

Minerva, Michael J., Jr. Employer's Neutral Hiring Criteria Discriminatorily Applied to Organized Former Employees, No. 2, 233-237.

Mishkind, Charles S., and Burns, Beverly H. Beware: Contempt of Court Civil Rights Enforcement Proceedings Are on the Rise, No. 3, 369-376.

Mishkind, Charles S., and Burns, Beverly H. How the Supreme Court's Decision in *Donnelly v. Yellow Freight* May Affect Title VII Claims, No. 2, 257-265.

Mook, Jonathan R., and Nash, Peter G. Strike Replacement Legislation: If It Ain't Broke, Don't Fix It, No. 3, 317-332.

Murray, John T., and Casciari, Mark A. *PBGC v. LTV Corp.*: The Supreme Court Endorses Broad Agency Discretion, No. 4, 481-492.

Murrmann, Kent and Wren, John. Chapter 11 and Collective Bargaining Agreements, No. 1, 17-27.

Nash, Peter G., and Mook, Jonathan R. Strike Replacement Legislation: If It Ain't Broke, Don't Fix It, No. 3, 317-332.

Nordstrom, Rodney R. Suicide as a Compensable Injury under Workers' Compensation Statutes: A Review of Judicial Decisions, No. 1, 37-55.

Rakich, Jonathon S., and Redle, David A. Judicial Review of NLRB Rulemaking in the Health Care Industry: Implications for Labor and Management, No. 3, 333-346.

Redle, David A., and Rakich, Jonathon S. Judicial Review of NLRB Rulemaking in the Health Care Industry: Implications for Labor and Management, No. 3, 333-346.

Sand, Robert H. Fetal Protection Policies—The California View and OSHA's Hard-Line Approach to Asbestos Removal Projects, No. 1, 99-106.

Santoni, Roland J. The Employer's Duty under the Federal Securities Laws to Disclose Material Information to Employee-Shareholders, No. 2, 177-191.

Savage, R. Scott, and Kollmorgen, Terry M. Limitations on Applicability of the WARN Act: A Defendant's Strategy, No. 4, 453-467.

Shaller, Elliot H. "Reasonable Accommodation" under the Americans with Disabilities Act—What Does It Mean, No. 4, 431-451.

Shearer, Robert A. The Self-Publication Doctrine: Expanding Employer Defamation Liability, No. 1, 57-66.

Shultz, Paul T. and Kerns, Robert M. Pepper Commission Misses Policy Opportunity, No. 1, 107-114.

Shultz, Paul T., and Tormey, Douglas J. Congress Responds to Betts: The Older Workers Benefit Protection Act of 1990, No. 4, 533-542.

Shultz, Paul T., and Tormey, Douglas J. Testing Window Plans under the Proposed Nondiscrimination Rules, No. 3, 385-392.

Shultz, Paul T., Woyke, John F., and Sieller, Frances G. A Look at the IRS's 401(a)(4) Package and the Supreme Court's *LTV* Ruling, No. 2, 239-247.

Sieller, Frances G., Shultz, Paul T., and Woyke, John F. A Look at the IRS's 401(a)(4) Package and the Supreme Court's *LTV* Ruling, No. 2, 239-247.

Silbergeld, Arthur F., and Galvarro, Sarah. Private Sector Drug Testing: Legal Limitations in California, No. 3, 347-358.

Silbergeld, Arthur F. Withdrawing Union Recognition: Limits on Presumptions about Strike Replacements' Sentiments, No. 2, 193-203.

Simon, Howard A., and Brown, Frederick. International Enforcement of Title VII: A Small World After All?, No. 3, 281-300.

Sudbury, Deborah A. and Wymer, John F., III. The *Patterson* Decisions: A

Mixed Blessing for Employers?, No. 1, 5-16.
Susser, Peter A. The ADA: Dramatically Expanded Federal Rights for Disabled Americans, No. 2, 157-176.
Tormey, Douglas J., and Shultz, Paul T. Congress Responds to Betts: The Older Workers Benefit Protection Act of 1990, No. 4, 533-542.
Tormey, Douglas J., and Shultz, Paul T. Testing Window Plans under the Proposed Nondiscrimination Rules, No. 3, 385-392.
Travis, Timothy J., Jennings, Kenneth M., and Fortado, Bruce. Refusal to Accept a Work Assignment: How Arbitrators Rule in Discharge Cases, No. 2, 205-216.
Woyke, John F., Sieller, Frances G., and Shultz, Paul T. A Look at the IRS's 401(a)(4) Package and the Supreme Court's *LTV* Ruling, No. 2, 239-247.
Wren, John and Murrmann, Kent. Chapter 11 and Collective Bargaining Agreements, No. 1, 17-27.
Wymer, John F., III and Sudbury, Deborah A. The *Patterson* Decisions: A Mixed Blessing for Employers?, No. 1, 5-16.

EDITORIALS

The Civil Rights Act of 1990, William J. Kilberg, No. 1, 1-3.
Empowering the Bureaucrats, William J. Kilberg, No. 2, 135-137.
The New Judicial Seriousness: A Move toward Equality, William J. Kilberg, No. 4, 427-429.
Operation Desert Shield: Reemployment after Reservist Call Up, William J. Kilberg, No. 3, 277-279.

EMPLOYEE BENEFITS

The Arbitrary and Capricious Standard: Reviewing Benefits Denial Decisions under ERISA, Jocelyn Hunter, No. 3, 403-409.
Congress Responds to Betts: The Older Workers Benefit Protection Act of 1990, Paul T. Shultz and Douglas J. Tormey, No. 4, 533-542.
A Look at the IRS's 401(a)(4) Package and the Supreme Court's *LTV* Ruling, John F. Woyke, Frances G. Sieller, and Paul T. Shultz, No. 2, 239-247.
Pepper Commission Misses Policy Opportunity, Paul T. Shultz and Robert M. Kerns, No. 1, 107-114.
PBGC v. LTV Corp.: The Supreme Court Endorses Broad Agency Discretion, Mark A. Casciari and John T. Murray, No. 4, 481-492.
Suicide as a Compensable Injury under Workers' Compensation Statutes: A Review of Judicial Decisions, Rodney R. Nordstrom, No. 1, 37-55.
Testing Window Plans under the Proposed Nondiscrimination Rules, Paul T. Shultz and Douglas J. Tormey, No. 3, 385-392.

EMPLOYEE-EMPLOYER RIGHTS

Noncompetition Clauses in Executive Employment and Severance Agreements, James E. Mckinney, No. 1, 29-35.
Private Sector Drug Testing: Legal Limitations in California, Arthur F. Silbergeld and Sarah Galvarro, No. 3, 347-358.
The Self-Publication Doctrine: Expanding Employer Defamation Liability, Robert A. Shearer, No. 1, 57-66.

Literature Reviewed

Defamation in the Workplace: The Impact of Increasing Employer Liability, Comment (72 *Marq. L. Rev.* 264), No. 1, 124-129.
The Employee Polygraph Protection

Act of 1988—Should the Federal Government Regulate the Use of Polygraphs in the Private Sector?, Note (*U. Cin. L. Rev.* 559), No. 3, 411-417.

EQUAL EMPLOYMENT OPPORTUNITY

The ADA: Dramatically Expanded Federal Rights for Disabled Americans, Peter A. Susser, No. 2, 157-176.

The Arbitrability of Age Discrimination Claims: A Split in the Circuits, James A. Burstein and Lynne D. Mapes-Riordan, No. 2, 139-156.

Beware: Contempt of Court Civil Rights Enforcement Proceedings Are on the Rise, Charles S. Mishkind and Beverly H. Burns, No. 3, 369-376.

Front Pay or Reinstatement under the ADEA: Who Decides and What Does It Matter?, Steven T. Breaux, No. 1, 115-120.

How the Supreme Court's Decision in *Donnelly v. Yellow Freight* May Affect Title VII Claims, Charles S. Mishkind and Beverly H. Burns, No. 2, 257-265.

International Enforcement of Title VII: A Small World After All?, Howard A. Simon and Frederick Brown, No. 3, 281-300.

Metro Broadcasting, Inc. v. FCC: Nonremedial Affirmative Action Becomes an Exclusive Prerogative of Congress, Kay A. Hoogland, No. 3, 301-316.

The *Patterson* Decisions: A Mixed Blessing for Employers?, John F. Wymer, III and Deborah A. Sudbury, No. 1, 5-16.

"Reasonable Accommodation" under the Americans with Disabilities Act—What Does It Mean, Elliot H. Shaller, No. 4, 431-451.

Sex Discrimination and Employer Weight and Appearance Standards, Lynne D. Mapes-Riordan, No. 4, 493-505.

Literature Reviewed

English-Only Rules and "Innocent" Employers: Clarifying National Origin Discrimination and Disparate Impact Theory Under Title VII, Note (74 *Minn L. Rev.* 387), No. 4, 569-574.

The Preclusive Effect of Unreviewed State Agency Factual Findings under the Age Discrimination in Employment Act, Comment (84 *N.W. U. L. Rev.* 774), No. 4, 574-578.

A Secretary and a Cook: Challenging Women's Wages in the Courts of the United States and Great Britain, Steven L. Willborn, No. 1, 131-132.

Sexist Speech in the Workplace, Strauss (25 *Harv. CR-CL L. Rev.* 1), No. 3, 417-422.

Title VII Remedies: Reinstatement and the Innocent Incumbent Employee, Note (42 *Vand. L. Rev.* 1441), No. 1, 121-124.

LABOR-MANAGEMENT RELATIONS

Bargaining During a Recession—Employers Beware, Barry A. Hartstein, No. 4, 555-568.

Chapter 11 and Collective Bargaining Agreements, John Wren and Kent Murrmann, No. 1, 17-27.

Employee Drug Testing and the Duty to Bargain: Was *Johnson-Bateman* Overruled the Day It Was Decided?, Gregory S. Folley, No. 1, 67-78.

Employer's Neutral Hiring Criteria Discriminatorily Applied to Organized Former Employees, Michael J. Minerva, Jr., No. 2, 233-237.

Is There a Right to a Jury Trial in DFR

Actions?, Andrea R. Calem, No. 1, 89-97.
Judicial Review of NLRB Rulemaking in the Health Care Industry: Implications for Labor and Management, David A. Redle and Jonathon S. Rakich, No. 3, 333-346.
Limitations on Applicability of the WARN Act: A Defendant's Strategy, R. Scott Savage and Terry M. Kollmorgen, No. 4, 453-467.
Notice to the Union of the Sale of the Business, Thomas P. Brown, IV and Rebecca A. Campbell, No. 4, 529-532.
Peerless Plywood Revisited—Per Se Rule Applies Even If the Captive Audience Isn't Listening, Christopher J. Martin, No. 3, 377-383.
Refusal to Accept a Work Assignment: How Arbitrators Rule in Discharge Cases, Bruce Fortado, Timothy J. Travis, and Kenneth M. Jennings, No. 2, 205-216.
Strike Replacement Legislation: If It Ain't Broke, Don't Fix It, Peter G. Nash and Jonathan R. Mook, No. 3, 317-332.
Withdrawing Union Recognition: Limits on Presumptions about Strike Replacements' Sentiments, Arthur F. Silbergeld, No. 2, 193-203.

Literature Reviewed

Decision-Bargaining and the NLRA—A Plea for the Resurrection of *First National Maintenance Corp.*, Note (68 *Tex. L. Rev.* 625), No. 2, 267-271.

MISCELLANEOUS

Defamation—Do You Tell Employees Why a Coworker Was Discharged?, Marty Denis and Jon Andes, No. 4, 469-479.
Employee Dishonesty and Workplace Security: Precautions about Prevention, William L. Kandel, No. 2, 217-231.
The Employer's Duty under the Federal Securities Laws to Disclose Material Information to Employee-Shareholders, Roland J. Santoni, No. 2, 177-191.
House Counsel: Ethics, Privilege, and Risks in Employment Litigation, William L. Kandel, No. 4, 517-528.
What Constitutes Drug Possession: Arbitration Case Histories and Guidelines, A. Dale Allen, Jr., No. 3, 359-367.
Workplace Dishonesty and Security: Precautions about Prevention, William L. Kandel, No. 1, 79-87.

Literature Reviewed

Thieves at Work: An Employer's Guide to Combating Workplace Dishonesty, Ira Michael Shepard and Robert Duston, No. 1, 132-133.

TERMINATION

Protecting Customer Lists, Joel S. Feldman and G. Todd Jackson, No. 4, 507-516.
Refusal to Accept a Work Assignment: How Arbitrators Rule in Discharge Cases, Bruce Fortado, Timothy J. Travis, and Kenneth M. Jennings, No. 2, 205-216.

WORKPLACE SAFETY AND HEALTH

Fetal Protection Policies—The California View and OSHA's Hard-Line Approach to Asbestos Removal Projects, Robert H. Sand, No. 1, 99-106.
Is There a Way Out of the Forest of Asbestos Litigation?, Robert H. Sand, No. 3, 393-401.

OSHA's Agenda: A Legislative and Regulatory Update, Willis J. Goldsmith, No. 2, 249-256.
Private Sector Drug Testing: Legal Limitations in California, Arthur F. Silbergeld and Sarah Galvarro, No. 3, 347-358.
Upping the OSHA Enforcement Ante, Willis J. Goldsmith, No. 4, 543-553.

Literature Reviewed

Drugs and Alcohol in the Workplace: Legal Developments and Management Strategies, Victor Schachter and Thomas E. Geidt, No. 1, 133-134.
Winning the War on Drugs: The Role of Workplace Testing, G. John Tysse and Garen E. Dodge, No. 1, 132.